

TOWN OF READING
SCHOOL EMPLOYEE BENEFITS

BENEFITS AVAILABLE TO REGULAR FULL TIME EMPLOYEES

Health Insurance - Two health insurance programs are available through Blue Cross Blue Shield of Massachusetts: PPO Blue Options v.4 or Network Blue Options v.4. The Town pays 71% of the premium and the employee pays 29%. Payroll deductions for the health insurance may be taken pre-tax. Effective July 1, 2013 through June 30, 2014 the monthly cost to an employee is \$184.50 for an individual Network Blue Options, \$494.22 for a family Network Blue Options, \$186.16 for an individual PPO Blue Options and \$498.68 for a family PPO Blue Options. If an employee does not enroll in the health insurance program, a Health Insurance Responsibility Disclosure Form (HIRD) must be completed. *(Note: For new employees health insurance is effective 30 days after date of hire.)*

Dental Insurance - A dental plan is available through Altus Dental. The employee pays 100% of the premium. Payroll deductions for the dental insurance may be taken pre-tax. Effective July 1, 2013 through June 30, 2014 the monthly cost to an employee is \$53.46 for an individual plan and \$139.48 for a family plan. *(Note: For new employees dental insurance is effective the first day of the month after 30 days of employment.)*

Life Insurance - Term life insurance is available through Boston Mutual Life Insurance Company. The Town will pay 50% of the monthly premium of \$8.35 for the basic \$5000 life insurance policy. Additional term life insurance and dependent life coverage is available with the employee paying the whole premium. *(Note: For new employees life insurance is effective the first day of the month after 30 days of employment.)*

Disability Insurance - Members of the Massachusetts Teachers Association (MTA) may purchase Short and Long Term Disability Income Protection through the MTA. The Town does not make any contribution to either of the premiums, but a payroll deduction can be made and sent to the company to pay the premium.

Flexible Spending Accounts – This program, administered by Cafeteria Plan Advisors, Inc, allows employees to set aside a certain amount of income on a pre-tax basis to pay for dependent care (day care and elder care) and out-of-pocket medical expenses. The Federal Government limits employee contributions to a Dependent Care Account to \$5,000. The Town limits employee contributions to a Medical Reimbursement Account to \$2,500.

Retirement - For employees working less than 1,690 hours per year the Town has adopted a 457 Plan under the Internal Revenue Codes. This means that 7.5% of your gross salary will be deferred and invested in an account in your name at ICMA Retirement Corporation. Employees will not have a social security deduction. All employees are subject to the 1.45 % Medicare tax and could be Medicare eligible at age 65 if he/she meet the requirements of the Social Security Administration

For employees working 1,690 or more hours per year, which is considered full-time by the Reading Retirement Board, membership in the Massachusetts contributory retirement system is mandatory. Payroll deductions are at 9 % of payroll unless the employee is transferring from another system. An additional 2 % is deducted for earnings over \$30,000. Employees will not have a deduction for social security. All employees will be subject to the 1.45 % Medicare tax and could be Medicare eligible at age 65 if they meet the requirements of the Social Security Administration.

Deferred Compensation Plans - A pre-tax 403(b) Tax Sheltered Annuity may be set up with one of the seven providers designated by the Town. A pre-tax 457 retirement savings plan is available through ICMA Retirement Corporation.

Credit Union - Savings accounts and loans are available through the Credit Union. Payroll deductions may be deposited to a savings account or to pay off a loan.

Direct Deposit - Payroll checks are issued bi-weekly and the Town encourages payroll checks to be electronically deposited into an account at any bank.